

Recruitment and Retention Committee Meeting
Meeting Minutes
April 14, 2010

ATTENDANCE

1	Gus Tome	10	Absent
2	Excused	11	Dan Cahill
3	Absent	12	Absent
4	Excused	13	John Palm
5	Absent	14	Excused
6	Debbie Devito	15	Bill Lyden
7	Absent	16	Absent
8	Bob Fallin	17	Absent
9	Christine Crabill	LCFR	Karen McQuaid

CALL TO ORDER

The Meeting was called to order at 1932.

INTRODUCTIONS

Members at the Committee introduced themselves to the group.

MINUTES FROM APRIL 14, 2010

Michelle Baker indicated that the Round Hill Open House for May is actually May 29th, rather than May 9th. With that modification, the minutes from the April 14, 2010, meeting were approved by the Committee.

LOSAP COMPUTER SYSTEM UPDATE

The Committee discussed the latest update to the LOSAP computer system changes. There is still only a few people able to use the new system. Retirement points submitted using the old system are accepted and direct into the same "location" as the new system. Bill Peters worked with Karen and Bill Lyden during April/May to enable a recommendation of Amanda Bowers to be applied to the new system: Input of identical data for multiple members from one screen (i.e., if entire membership or ten members all attended the same meeting or same training then all data could be entered from one screen). Bill Peters is still working to enable the new system to accept the "pager duty" information where people on pager duty (i.e., Safety Center representative is "on call" for a period, carries a pager, and "required" to respond when called to fix certain problems) receive one point for every 24 hours of pager duty. Bill Peters has developed a user manual and will disseminate that once the pager duty change has been implemented with the new system.

RETIREMENT POINTS AUDITS 2010

The Committee is in the process of conducting the Retirement Points Audits for 2010. The following status updates were reported:

3	Christine Crabill	Done. Report submitted.
5	Karen McQuaid with Bill LYden	Done. Karen to submit report.
7	Amanda Bower with Bill McGann	Done. Report submitted.
10	Dan Cahill with Gwen Kjellberg	Done. Report submitted.
14	Bill Lyden	Done. Report submitted.

As a general note, the audit teams indicated that the companies were keeping track of the data to support their retirement points entry. Although every station uses a different method, the support is there. Any discrepancies noted were minor and would not have affected the eligibility for anyone to meet the 80 point requirement.

WEBSITE CHANGES

Karen spoke with someone from Purcellville who came in through www.answerthecall.info who would like to work on that site. She passed the information along to Brad Quin (Co. 2) to see whether he would be able to facilitate membership with Company 2 to enable to prospective member to earn benefits as a volunteer. The member seems interested in both www.answerthecall.info as well as assisting with station sites. Christine Crabill will connect with a prospective member forwarded by Becca to Bill to Christine; she will see whether she can connect with him this Friday, May 14th, to get the ball rolling.

ANNUAL AWARDS BANQUET--MAY 2, 2010

Committee members had positive feedback about the event. Karen did a great job--thanks! Appreciation was expressed for Dan Cahill and Liam Cahill, for their efforts to secure door prizes for the banquet. Those door prizes were distributed during the banquet.

UPCOMING RECRUITMENT CAMPAIGN (4/25-6/6)

Karen reported that the Campaign is under way. Advertising venues include, but are not limited to WMZQ, ESPN radio, Christian radio, newspapers, websites, etc. Although more funds have been spent in the west end, there is still a significantly larger response seen in the east end. The Committee discussed the need for west end companies to try more "grass roots" efforts in the west to accompany/support recruitment efforts in the west. The Committee requested that west end Companies report back to the Committee the extent to which they are seeing the recruitment products (i.e., flyers, newspapers, etc.) in the west as well as to which they are getting response directly to the station rather than through www.answerthecall.info.

TRAINING UPDATES

Karen reported that the number in EMT-B has fallen, and may be down to 33 from 40; she was not sure of the present total for Firefighter 1/2. The Committee reported hearing feedback from different individuals at their stations that there is a lack of consistency in the training for the Spring 2010 classes. This is reported more for Firefighter 1/2 than EMT-B, but both nonetheless. The Committee requested that LCFR Training provide recommendations or suggestions for what concepts students in Firefighter 1/2 and/or EMT-B should understand prior to enrolling in those classes; it was believed that working to develop those concepts with enrolling students might increase the retention rates in those classes.

MAY OPEN HOUSES

1	2 & 14– Safety Day May 15th, noon to 4 p.m.	3–
4 May 9 th (time unsure)	5	6 May 16 th , Noon to 4 p.m.
7	8	9 May 23rd, 1 p.m. to 4 p.m.
10	11	12
13 May 23 rd (1-4 p.m.)	14	15
16	17	

***In addition, Firefighter Family Day will be May 23rd from 8 a.m. to 4 p.m. Company 2 administrative members will be assisting.**

FRG ON PHYSICALS

The Fire Rescue Commission indicated that it will have a "town hall meeting" for system members to voice their opinions on the proposed FRG. That should occur in June and the information will be forwarded upon receipt. Bill encouraged Committee members to attend and to do their best to ensure that their leadership attended as well. The Committee inquired as to the most current version of the FRG, and Bill indicated he would forward it to the Committee for review.

FALL 2010 CLASS ESTIMATES

Updates may be provided to Karen McQuaid as they are known to companies. The Committee underscored the importance of providing the numbers to assist LCFR Training with planning.

SPRING 2010 GRADUATION

The Spring 2010 graduation will be Thursday, July 29, 2010, at Heritage High School in Leesburg at 19:00. Karen will solicit volunteers from the Committee to assist with the event the June meeting.

R&R SPECIALIST POSITION AND CHIEF

Karen indicated that RIF'ed employees had their last day the week before last. The County has not determined whether any vacant positions, including the R&R Specialist position, would be filled, and if filled when it would be filled. The Committee discussed the matter and recognized the strong need to fill the position as soon as possible.

R&R ROUND TABLE

Committee members shared the following information:

Company 8, Philomont Fire--They had two recent community events, the 53rd Annual Horse Show, and the Beef BBQ, during the past two weeks. Recruitment tables were set up at both events. Not many people responded that they were interested in joining despite having 100 more people at the Beef BBQ than last year.

Company 1--Leesburg Fire--Gus reported that they have had several events over the past month in which they participated: Baskin Robbins Fallen Firefighter Memorial--over 3800 scoops were served (#3 in the nation), raising over \$400; the tanker and the jeep participated in the Apple Blossom Festival; the Golf Tournament run by A/C Dempsey was very well attended and raised a nice amount of money for Company 1; they also participated in the Dulles Disaster Drill in early May. Gus asked about opportunities to assist Company 8 (and/or Company 9 thanks to Christine) with staffing shortages after Bob's report.

Company 14, Purcellville Rescue--Karen reported that they had their "poker run," which seemed successful.

Chaplains Committee--Karen reported that the Chaplains Committee has been doing a great job at recruiting many chaplains in the recent past. People interested in becoming chaplains should speak with Brian Wells (Company 6), Charlie Grant (Companies 11/15) or Karen McQuaid (LCFR) for information specific to becoming a chaplain with LCFR.

Company 6, Ashburn Fire/Rescue--Open House is coming up as noted above. There have been several public relations events during the past month, with some days having as many as three events. Station 22's Grand Opening was a nice draw. They also had a Safety Day for a local daycare and participated in the Ashburn Village 10K.

Company 11, Sterling Fire--Dan Cahill reported that Sterling Fire will be having its 10K Fire Chase race (8th or 9th annual) on Saturday, May 29, 2010. Donations were more difficult to secure this year than in the past.

ORIENTATION

The next orientation will be May 20, 2010, at 1900 at the Training Center.

FIRE RESCUE COMMISSION

The next meeting is scheduled for Tuesday, May 25, 2010, at 18:30 p.m. at the Training Center.

JULY 14, 2010, R&R COMMITTEE MEETING

The Committee discussed the "summer recess" concept for Committees and the Commission. The Committee agreed to have no meeting in July. Thus, the July 14, 2010, R&R Committee meeting is canceled.

ADJOURNMENT

The Committee adjourned at 20:47. The next R&R meeting will be Wednesday, June 9, 2010, at 19:30 p.m. at the Training Center.